

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building, Room 1A
Hartford, CT 06106
Wednesday, September 12, 2018**



2:00 p.m.

Regular Commission Meeting Minutes

Commissioners Present

Cherron Payne, Chair
Edward Mambruno, Secretary
Lisa Giliberto
Joseph Suggs
Nicholas Kapoor
Andrew Norton

Commissioners Absent

Edith Pestana
Shuana Tucker

Staff Present

Tanya Hughes, Executive Director
Cheryl Sharp, Deputy Director
Emily Melendez, Assistant Attorney General

Carolyn Anderson, Commission Counsel
Shawn Burns, Regional Manager,
Neva Elaine Vigezzi, AA HRO Representative
Monica H. Richardson, Executive Secretary

Jamie Rubin, Regional Manager
Ronald Simpson, Regional Manager
Muriel Carpentier, AA HRO Representative
Kristen Daniels, Executive Secretary

I. **Chairperson:** Cherron Payne, Presiding

The meeting was convened at 2:08 p.m.

II. **Secretary:** Edward Mambruno

A motion was made by Commissioner Suggs to approve the minutes of the August 8, 2018 regular commission meeting. It was seconded by Commissioner Giliberto. The vote was: Yes (4), No (0), and Abstentions (1). The motion carried.

III. **Affirmative Action Recommendations – Vote Required**

The following plans were presented by Deputy Director Cheryl Sharp:

A. Staff Recommendations: **Approval**

1. CT State Colleges and Universities

Representing the agency was Alice Pritchard, CSCU Chief of Staff and Leah Glende, CSCU Manager of Diversity & Inclusion.

The plan was recommended for **Approval**:

The agency did not meet all or substantially all of its hiring goals at 60%. The promotion goals were not established for this filing period and the program goals were met at 100% (1 out of 1).

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 921.4% goal achievement for the SBE and 43.1% for the MBE.

The filing history is as follows: 2012, Approved, 2013, Conditionally Approved, 2014, Approved, and 2016 Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Giliberto to accept staff recommendation to **approve** the plan of **CT State Colleges and Universities** and retain biennial filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

2. Department of Economic and Community Development

Representing the agency was Commissioner Catherine Smith, Susan Shellard, Lorraine Vittner and Jennifer Taplin, DAS EEO Specialist.

The plan was recommended for **Approval**:

The agency did not meet all or substantially all of its hiring goals at 33.3%. The promotion goals were met at 100% (5 out of 5) and the program goals were met at 100% (4 out of 4).

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 102.3% goal achievement for the SBE and 403.2% for the MBE.

The filing history is as follows: 2011, 2012, Approved, 2014, 2015, Conditionally approved, and 2016, Approved

A motion was made by Commissioner Kapoor and seconded by Commissioner Suggs to accept staff recommendation to **approve** the plan of **Department of Economic and Community Development** and retain biennial filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

3. Department of Education

Representing the agency were Commissioner Dianna R. Wentzell, Levy Gillespie-Equal Employment Opportunity Director, Barbara Owens-Administrative Assistant, Lawanda Scott-Equal Employment Opportunity Specialist and Karen Zuboff-Human Resources Administrator

The plan was recommended for **Approval**:

The agency has not met all or substantially all of its hiring goals at 51% and the promotion goals at 29%. The program goals were met at 100% (1 out of 1)

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 105% goal achievement for the SBE and 129% for the MBE.

The filing history is as follows: 2013, 2014, 2015, 2016 and 2017, Approved.

A motion was made by Commissioner Giliberto and seconded by Commissioner Kapoor to accept staff recommendation to **approve** the plan of the **Department of Education** and retain annual filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

4. Office of the Attorney General

Representing the agency was Sue Cavanaugh, Director of HR.

The plan was recommended for **Approval**:

The agency has not met all or substantially all of its hiring goals at 33.3% and the promotion goals were met at 25%. Program goals were not established for this filing period.

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 488.6% goal achievement for the SBE and 205.1% for the MBE.

The filing history is as follows: 2013, 2014, Approved, 2015, Conditionally approved, 2016, and 2017, Approved.

A motion was made by Commissioner Kapoor and seconded Commissioner Giliberto to accept staff recommendation to **approve** the plan of the **Office of the Attorney General** and retain annual filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

5. Office of the State Comptroller

Representing the agency was Martha Carlson, Deputy Comptroller.

The plan was recommended for **Approval**:

The agency has not met all or substantially all of its hiring goals at 0% and the promotion goals were met 40% and the program goals were met 100% (2 out of 2).

The Contract Compliance Set-Aside Program for FY 2016/2017 showed no goal established due to "significant shortfall" pursuant to the DAS Supplier Diversity Unit.

The filing history is as follows: 2013, 2014, 2015, 2016, and 2017, Approved.

A motion was made by Commissioner Giliberto and seconded Commissioner Suggs to accept staff recommendation to **approve** the plan of **Office of the State Comptroller** and retain annual filing status. The vote was: Yes (5), No (0) and Abstentions (0). The vote carried unanimously.

IV. Request to Reopen

Presented by Carolyn Anderson, Commission Counsel

Steven Bryan v. Department of Motor Vehicles **CHRO Case No. 1610114**

A motion was made by Commissioner Norton and seconded by Commissioner Suggs to accept staff recommendation that the Complainant's request to reopen be **denied**. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

V. Division Reports

****Chair Payne asked, in the interest of time, that staff keep the division reports to brief presentations.*

Executive Director's Report: by Executive Director Tanya Hughes

Director Hughes re-introduced the new regional Managers: **Shawn Burns** who was promoted from investigator to the West Central Region (Waterbury); **Jamie Rubin** who is a new hire for the Southwest region (Bridgeport); **Ron Simpson** who was transferred from Southwest to the Capitol Region (Hartford).

Director Hughes introduced summer intern, Nikolas Wagner, who gave a brief report on his independent research project titled "The Economic and Demographic Determinants of Complaint Filings in Connecticut Municipalities during Fiscal Year 2016". It was well received and displayed the superior work that is conducted through the CHRO Intern Program.

Outreach Report: presented by Attorney Cheryl Sharp, Deputy Director

Future Outreach Activities

- The 75th Anniversary Celebration, October 21-25; Gala on October 23rd at the Bond Hotel, Hartford, 5:30-9:30
- CTRP3 Racial Profiling Working Group, September 20
- Commission on Racial and Ethnic Disparities in the Criminal Justice System
- Kid's Speak Jr., March 2019

Outreach Successes

- Women and Equality on Martha's Vineyard: 150 Attendees
- IAORHA Conference: 300 attendees
- Pride in Hartford

A detailed report was provided. See attached.

Legislative Report: none given

VI. New Business: N/A

VII. Executive Session

(Requires a two-thirds vote of Commissioners Present and Voting – Staff and Guests Invited to Attend Must Be Noted)

Commissioner Kapoor moved to go into Executive session and was seconded by Commissioner Norton. The vote was: Yes (5), No (0) and Abstentions (0). The motion was unanimous at 4:15 pm.

Invited into Executive Session with the Commissioners for the first portion was AAG Emily Melendez,

Invited into Executive session for the second portion was Executive Director Tanya Hughes.

1. Pending Litigation

Informal Legal Advice Regarding the Commission's Authority

2. Personnel Matter

Evaluation of the
Executive Director

VIII. Return from Executive Session

Commissioner Kapoor made a motion to resume the meeting at 4:55 p.m. following Executive Session and it was seconded by Commissioner Suggs. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

IX. Vote on Executive Session Items: (Action May Be Required): N/A

X. Old Business: N/A

XII. Adjournment

A motion was made by Commissioner Kapoor to adjourn the meeting and was seconded by Commissioner Suggs. The motion to adjourn carried unanimously. The vote was Yes (5), No (0), and Abstentions (0). The meeting adjourned at 4:56 p.m.